



American Neurogastroenterology and Motility Society

# Career Coaching Program

in

## Neurogastroenterology and Motility

- Are you interested in enhancing your research career with guidance from experts in the field?
- Are you an established clinician and/or scientist looking to mentor early career investigators?
- Apply to our state-of-the art coaching program today!

### Who Should Apply

**Mentee** • Residents, clinical fellows, early career clinicians, post-doctoral students, or scientists (MDs, DOs, PhDs, PsyDs, APPs, RDs or DVMs) who are doing research related to neurogastroenterology and motility and functional GI disorders


**Coach** • Established clinician–scientists with both research and mentoring experience who wish to coach early career investigators

### Research related to neurogastroenterology and motility and functional GI disorders

Clinical science • Basic science • Translational science

**For more information and to apply**

[www.motilitysociety.org/coaching-program](http://www.motilitysociety.org/coaching-program)



The American Neurogastroenterology and Motility Society (ANMS) Membership, Mentoring, Diversity and Inclusion Committee (MMDI) offers a Career Coaching Program in Neurogastroenterology and Motility to help early-stage clinicians and scientists (MDs, DOs, PhDs, PsyDs, APPs, RDs or DVMs) support their research careers. Areas of interest can be tailored to include clinical, basic science or translational science research. The objective of the program is to provide guidance to early career scientists with interest in the field of neurogastroenterology and motility and functional GI disorders. For early career scientists, a valuable mentor may have a tremendous impact on an individual's career and future success. Any trainee and early career members of ANMS who seek outside mentorship are encouraged to apply for a mentee position.

## **Description of the ANMS Career Coaching Program**


Mentees who wish to have a research mentor outside of their own institution may apply. Merited investigators with both research and mentoring experience are similarly encouraged to apply to be mentors or may be requested to participate by an ANMS Council member.

The application process is simple and available on the ANMS website.  
**[www.motilitysociety.org/coaching-program](http://www.motilitysociety.org/coaching-program)**

The ANMS MMDI Committee will review the applications and assign appropriate coach–mentee pair to the extent possible based on research experience and interests. The coach will be provided with the mentee's application and relevant information.

If possible, the coach will be introduced to the mentee at one of the annual national meetings (e.g., ANMS, ACG, AGA, DDW, NASPGHAN) by a member of the ANMS MMDI Committee.

The coach will help provide mentees with regular suggestions, guidance, and assistance on their research careers. This can be performed through virtual meetings, by email, telephone calls, and in-person meetings, if local. We suggest that the coach–mentee pair have a virtual meeting at least every two months, in addition to one in-person meeting at an annual conference, if possible. A progress report, prepared by the mentee and signed by the coach, should be submitted after six months to ensure progress and gather feedback.



A minimum one-year commitment is requested by the coach–mentee pair. An evaluation form must be submitted at the end of the year (or the end of the mentoring period, if extended).

The ANMS MMDI Committee will use these forms to track success of the match and to help improve the program.

## **Mentees** (individuals who wish to have a coach)

The mentee form is for interested individuals who wish to have a coach. The mentee could be a resident, clinical fellow, early stage clinician, postdoctoral student or scientist (MDs, DOs, PhDs, PsyDs, APPs, RDs, or DVMs) in the fields of clinical and basic science related to neurogastroenterology and motility and functional GI disorders.

The mentee must be a member of ANMS. Non-ANMS members must complete the ANMS membership application form online at [www.motilitysociety.org/application.php](http://www.motilitysociety.org/application.php)

## **Criteria for Mentees**

1. Seeking an academic career in neurogastroenterology and motility and functional GI disorders
2. Less than five years out of postgraduate training
3. Able to have virtual meetings with mentor once every two months.
4. Willing to complete a brief mid-way progress report and a final evaluation form

## **Coaches** (individuals volunteering to coach others)

The ANMS Council believes it is essential to our field that established investigators help early career scientists and clinicians advance their careers. We encourage experienced ANMS members to participate as coaches. The coach will help an individual who is beginning a career in neurogastroenterology and motility and brain–gut axis disorders. The coach should have sufficient experience in neurogastroenterology and motility and functional GI disorders research. The coach may assist with specific guidance on research focus, ideas and grant applications as well as general career advice.

The coach must be a member of ANMS.

## Criteria for Coaches

1. Able to have a phone conversation or virtual meeting with mentee once every two months
2. Active researcher – defined as at least an average of one publication a year for the last five years or active involvement in research endeavors
3. Worked within their field for at least five years
4. Willing to complete a final evaluation form

## Application to ANMS Career Coaching Program

Application forms are on the ANMS website [www.motilitysociety.org](http://www.motilitysociety.org) under **Training & Mentoring** in the top banner of the home page, with links to the Coach Form and the Mentee Form, Guidelines and Description. Complete and submit these forms electronically to ANMS. In addition, email a biographical sketch or curriculum vitae to [admin@motilitysociety.org](mailto:admin@motilitysociety.org) at the time of your online submission of the Coach or Mentee Form. The ANMS MMDI Committee will make recommendations for a matching pairing of coach and mentee but cannot guarantee that a mentor will be available.

## ANMS Membership, Mentoring, Diversity and Inclusion (MMDI) Committee:

Katja Karrento, *Chair*

Elyse Thakur

## Coaches Available

Nitin Ahuja, MD, University of Pennsylvania, Perelman School of Medicine

Adil Bharucha, MD, Mayo Clinic in Rochester, Minnesota


Brian Gulbransen, PhD, Michigan State University

C. Prakash Gyawali, MD, Washington University in St. Louis

David Levinthal, MD, PhD, University of Pittsburgh School of Medicine

John Pandolfino, MD, Northwestern University Feinberg School of Medicine

Eamonn Quigley, MD, Houston Methodist Hospital, Weill Cornell Medical College



Rachel Rosen, MD, MPH, Harvard Medical School, Boston Children's Hospital

Gregory Sayuk, MD, MPH, Washington University in St. Louis

Andrea Shin, MD, UCLA Health

G. Nicholas Verne, MD, The University of Tennessee Health Science Center

## **Women's Career Coaches**

Sarah Ballou, PhD, Beth Israel Deaconess

Kirsteen Browning, PhD, Penn State University

Helen Burton-Murray, PhD, Massachusetts General Hospital

Beverly Greenwood-van Meerveld, PhD, University of Oklahoma Health Sciences Center

Katja Karrento, MD, Medical College of Wisconsin, Children's Wisconsin

Kara Margolis, MD, New York University

Baha Moshiree, MD, Wake Forest University School of Medicine and Atrium Health

Hayat Mousa, MD, Children's Hospital of Philadelphia

Linda Nguyen, MD, Stanford University

Megan Riehl, PsyD, University of Michigan

Rachel Rosen, MD, MPH, Harvard Medical School, Boston Children's Hospital

Andrea Shin, MD, UCLA Health

Shanthi Srinivasan, MD, Emory University School of Medicine


Elyse Thakur, PhD, Wake Forest University School of Medicine and Atrium Health

Miranda van Tilburg, PhD, Cape Fear Valley Medical Center, Fayetteville, North Carolina

## **Guidelines for the Career Coaching Program**

### **General Considerations**

Successful mentoring involves a dynamic process whereby each participant learns to respect and trust the partner's commitment, expertise, and individuality. A firm commitment to the mentoring process and a willingness to invest time and energy are the most important components for a successful relationship.



Mentoring is in many ways an individual process based on experience, personality and professional development. It is often wise to consider establishing a discrete time period as a trial basis for you and your coach. Setting short- and long-term goals according to a specific time frame will maximize success and help minimize any misunderstandings.

## **Suggestions to the Mentees**

Be considerate of your coach's time. Coaches are by definition experienced and established researchers. This means that demands on their time are numerous. However, they have chosen to participate in this program and to be your mentor. You can expect quality time from them, but, in return, you need to be considerate of their time. Return phone calls and emails promptly and be considerate of fluctuating time constraints. There may be times when your coach has more or less time to commit to you depending on grant deadlines, etc. It is suggested to set aside specific days every two months that work for both of your schedules.

Listen to what your coach has to say. Coaches, having been there, know what you are facing at most points in your career. Consider all the advice your coach offers. Show appreciation for the time and assistance given to you by your coach. Let them know how their advice worked in your situation. Constructive feedback will help your coach guide you more effectively.

Make only positive or neutral comments about your coach to others. Be mindful of your coach sharing research ideas with you. If, after a period of time, you don't believe that either you or your coach can form an effective mentorship relationship, consider discussing this with your coach and ending the relationship. If this occurs, the ANMS Membership, Mentoring, Diversity and Inclusion Committee will assist in placing you in a relationship with a different coach. If the relationship does end, make every effort to end it on professional terms.

## **Guidelines for Interaction**

1. Copies of the respective curriculum vitae or biographical sketch will be given when the assignments are made

2. Both mentor and mentee should share their short and long-term goals with each other
3. Regular email is recommended as primary mode of communication
4. Mentee is required to arrange virtual meetings at least every two months for the first year
5. Decide on a possible in-person meeting at an annual conference, coach should attempt to introduce their mentee to other scientists in the field such as during the poster session and events
6. Prepare for time constraints and potential pitfalls by scheduling meetings early
7. Both coach and mentee should consider their goals of participating in this program
8. Be open to communicate with the MMDI Committee to find another coach/mentee in case the relationship is not beneficial
9. Mentee should avoid overdependence on coach and allow for multiple, diverse mentors in your career
10. Both mentee and mentor should ensure the relationship serves its purpose, otherwise consider parting on amicable terms.

## References

Ellen M Zimmermann. How to foster academic promotion and career advancement of women in gastroenterology *Gastroenterology*. 2019;157: 598–601.

Hilary Sanfey, Celeste Hollands, Nancy L Gantt. Strategies for building an effective mentoring relationship. *Am J Surg*. 2013;206: 714–718.

Allan S Detsky, Mark Otto Baerlocher. Academic mentoring—How to give it and how to get it. *JAMA*. 2007;297:2134–2136.

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